

Additional Information about MCC's Requirements

MCC personnel are expected to live and serve justly and peacefully in each relationship, incorporating listening and learning, accountability and mutuality, transparency and integrity. MCC personnel are expected to respect, abide by and not disparage all applicable MCC policies and procedures.

Faith Qualifications

Exhibit a commitment to personal Christian faith (policy #121)

All workers representing MCC must exhibit a commitment to personal Christian faith. For MCC this means believing in Jesus Christ as God's Son, the revelation of God, and the Lord of all who respond to Jesus in faith.

MCC workers witness to their faith in both words and actions. MCC expects that the behavior of its workers will be guided by the expectations of the local church and community, the workers' own faith commitments, personal conscience, and MCC policy.

A number of Mennonite churches around the world trace their origins to MCC service. Churches in Ethiopia, Haiti, Bolivia, Japan, Paraguay, Taiwan and elsewhere stemmed from MCC relief and service work. North American congregations have resulted from MCC's work with Haitian and southeast Asian refugees. However, the specific task of MCC workers is not church planting. That is primarily the task of mission boards and local churches. If you are primarily interested in church planting, please contact your church's mission board.

Be active members of a Christian church or Christian community (policy #122)

MCC is a church organization. In the Anabaptist/Mennonite tradition, commitment to the church is an important part of Christian faith: faith is worked out in the Christian church community, and Christians are sustained in being faithful by the support of other Christians. Christians are accountable to the Christian church/community and are also empowered by it for outreach and mission. Being an active church member means being a part of this kind of community of believers by sharing the same commitments. MCC believes this association provides crucial support throughout the MCC experience — from the process of deciding to apply, to dealing with the challenges of being in a service assignment, to the adjustments required when returning home.

MCC is unique in that its funding and resources come mostly from individuals and congregations on a grassroots level, rather than from government grants. Sharing what you have learned and experienced as an MCC worker with members of your congregation or Christian community — who are also an integral part of MCC through their support and prayers — is an important part of MCC's mission.

MCC's activities are also often carried out in the context of a church in another setting. MCC personnel must therefore be committed to working with and through the church during the assignment — a mission better understood by those who are already committed to a local Christian church or Christian community.

Be committed to the teaching of nonviolent biblical peacemaking (policy #123)

MCC is an organization of the Mennonite and Brethren in Christ churches, which hold to a biblically based belief in nonviolence. We are called to follow Jesus' radical teachings of love, in which the

peacemakers are children of God (Matthew 5:9), and old structures of power and revenge are turned upside-down.

God calls us to love others as God loves us. Our commitment to peacemaking is based on obedience to this call. The scriptures challenge us to love others to the point of our own deaths just as Christ died for us. We believe the use of violence and oppression in any form is inconsistent with this call. We believe the promotion of justice is an integral step in peacemaking; peace cannot be separated from the pursuit of justice. We all fall short of God's standard of love, but this does not diminish the standard.

MCC looks for a clearly-stated, faith-based commitment to peacemaking from applicants. We look for more than applicants stating they are comfortable with MCC's peacemaking commitment; we are looking for persons seeking to discern and be faithful to God's call.

MCC's intent is to hold fast to the conviction that God calls us to love others and to proclaim peace as spelled out in the MCC statement "A Commitment to Christ's Way of Peace." MCC is willing to remain in dialogue with applicants who recognize God's call to peacemaking, but admit to shortcomings to that standard. MCC will exercise patience and sensitivity in attempting to ascertain the direction of applicants' peace journeys, and their commitment to grow in faithfulness to God's call.

Summary of Personal Conduct

MCC expects personnel to make responsible lifestyle choices that model healthy relationships to money and technology, healthy sexuality, freedom from addiction and that reflect the values of our supporting denominations and program partners, internationally and in Canada and the U.S..

Summary of Professional Conduct/Standards

MCC encourages all personnel to strive for the highest standard of ethical conduct and stewardship and be honest and transparent in all dealings on behalf of MCC.

MCC expects personnel to abide by all applicable MCC policies and procedures. The policies that personnel will be required to uphold include, but are not limited to, worker safety and security, prevention of harassment, sexual exploitation and abuse, and protection of confidential information.

For additional information please contact your local HR Recruitment Specialist.